

| MGAA: Article / Section | Title | Title Definition | Applicable Reference | | | | |
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| | | | Ref. Code | Admin Code (4) | Comp Plan (5) | Statute (6) | Handbook Chapter (7) |
| Article I | Scope of agreement | Covers the program, project and teaching assistants of the University of Wisconsin-Milwaukee as defined by the Wisconsin Employment Relations Commission | 2,6 | | | 111.82 | |
| Article II Section 1 | Recognition/ union security | The Employer recognizes MGAA as the exclusive collective bargaining agent for all Program, Project and Teaching Assistants employed by UW-Milwaukee | 2 | | | | |
| Article II Section 2. A | Dues deduction | Upon receipt of a voluntary written individual order the Employer will deduct dues required as the employee's membership dues. | 2,6 | | | 111.845 | |
| Article II Section 2. B | Maintenance of membership | The University agrees to deduct from the earnings of the affected employees in the bargaining unit the amount of dues or the proportionate fair share charge calculated in the same manner as dues deductions for the cost of the collective bargaining process | 2,6 | | | 111.845 | |
| Article II Section 2. C | Political action committee deduction | The Employer will deduct from the pay of such employee the contribution authorized by the employee. | 2 | | | | |
| Article II Section 2. D | Remittance | The Employer will remit all such deductions to the Union within twenty (20) days. | 2 | | | | |
| Article II Section 2. E | Error correction | The Employer and the Union will take all reasonable corrective action to resolve errors within sixty (60) days | 2 | | | | |
| Article II Section 2. F | Indemnification | The Union shall indemnify and save the Employer harmless against any and all claims, | 2 | | | | |
| Article II Section 3. | Personnel listings | The Employer will provide the Union with a copy of the Staff Directory when published and available at no cost. | 3 | | | | |
| Article II Section 4. | UW TA and PA personnel policies | The Employer will provide a copy of the Administrative Procedures For The Appointment of Graduate Student Staff | 2 | | | | |
| Article II Section 5. | Use of facilities | The University shall make facilities, meeting rooms, equipment and services available to the Union | 2 | | | | |

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| Article II Section 6. | University mail service | To the extent allowed by law, the Union shall be allowed to use the intra-University mail service | 2 | | | | |
| Article II Section 7. | Bulletin boards | The Employer shall provide Bulletin Boards at locations mutually agreed upon | 2 | | | | |
| Article II Section 8. | List of union officers | The Union shall supply OSER and UW-Milwaukee the complete list of all Union officers | 2 | | | | |
| Article II Section 9 | Union conventions | Employees who are duly elected delegates or alternates to Union Conventions shall be granted leave without pay for attendance. | 2 | | | | |
| Article II Section 10. | Educational classes | Employees who are elected or selected by the Union to attend educational classes, conferences, institutes, shall be granted time off from work without pay. | 2 | | | | |
| Article II Section 11. | Union visitations | Non-University affiliated officers and representatives of the Union shall be admitted to University premises during normal working hours | 2 | | | | |
| Article II Section 12. | Union information | The Employer agrees to distribute informational material furnished to the Employer by the Union. | 2 | | | | |
| Article II Section 13. | No Interference | The Union's right to communicate with employees at all times without intentional interference from the Employer | 2 | | | | |
| Article II Section 14. | Union University Mtg | The parties agree to meet when deemed necessary | 2 | | | | |
| Article II Section 15. | Printing and Distribution of Contract | The Union shall be responsible for the printing, the Employer shall be responsible for the typesetting . | 2 | | | | |
| Article III A-G | Management Rights | Management possesses the sole right to operate its agencies | 6 | | | 111.90 | |
| Article IV Section 1. | Grievance Procedure | A grievance is defined as, and limited to, a written complaint. | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 2. | Grievance Procedure | There are four grievance steps. | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |

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| Article IV Section 3. | Time limits | Grievances not appealed within the designated time limits in any step of the grievance procedure will be considered as having been settled. | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 4. | Meeting with Grievance Rep | An employee may consult with his/her Union representative during working hours for a reasonable period of time | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 5. | Retroactivity | Settlement of grievances may or may not be retroactive | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 6. | Exclusive procedure | The grievance procedure shall be exclusive and shall replace any other grievance procedure | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 7. | Grievance Representatives | The Union shall furnish in writing, the names of grievance representatives immediately after their appointment. | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 8. | Union grievances | Union officers shall have the right to file a Union grievance when there is an alleged violation. | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 9. | Group Grievances | Grievances which involve like circumstances and facts for the grievants involved may be consolidated. | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 10 | Discipline | The parties recognize the authority of the Employer to take appropriate disciplinary action against employees for just cause | 3,4,5,6 | ER 46 | Section G | 230.44 | WHRH Chapter 430 |
| Article IV Section 11 | Exclusion of Probationary Employees | Notwithstanding Section 10 above, the retention or release of any employee designated a probationary employee shall not be subject to the grievance procedure. | 4,6,7 | ER-MRS 13 | | 230.28 | WHRH Chapter 430 |
| Article IV Section 12 | Non Retaliation | The parties agree to abide by the provisions of the State Employment Labor Relations Act | 2 | | | | |
| Article V Section 1 | Term of Appointment | The Employer shall make a good faith effort to offer Teaching, Program, or Project Assistant appointments for a specific period up to one (1) year whenever possible. | 2,3 | | | | |
| Article V Section 2. | Employment criteria | Departments that employ Teaching, Program and Project Assistants shall establish criteria for use in making appointments | 2,3 | | | | |
| Article V Section 3. | Letters of Appointment | All employees shall receive two copies of a letter of appointment | 2,3 | | | | |

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| Article V Section 4 | Probationary period | All employees shall serve a probationary period equivalent to one academic semester in length for academic year appointments, | 2,3 | | | | |
| Article V Section 5 | Appointment % | During a semester in an academic year, employees who have appointments as Teaching, Program/Project Assistants shall have appointments at a level totaling at least one-third time. | 2,3 | | | | |
| Article V Section 6 | Applicant info | Departments will make information about application procedures for Teaching and Program/Project Assistantships available . | 2,3 | | | | |
| Article V Section 7 | TA Course Assignments | Teaching assistants may request assignment to particular courses and times. | 2,3 | | | | |
| Article V Section 8 A-F | Duties of Employees | It is understood that the employees in this bargaining unit are engaged in professional activities. | 2,3 | | | | |
| Article V Section 9 | Work Surroundings | The Employer will provide resources and facilities commensurate with the Employer's job expectations | 2,3 | | | | |
| Article V Section 10 | Summer Work | Unclassified employees who teach in the summer are compensated at the rate of 1/9 of their academic-year full-time rate for each four-week full-time summer appointment period | 2,3 | | | | |
| Article V Section 11 | Differentials | Any TA appointed to teach a course taught on the weekend between the hours of 6:00 p.m. on Friday and 6:00 a.m. on Monday will be compensated with an additional 1% | 2,3 | | | | |
| Article VI Section 1 | Orientation | Orientation sessions will be provided prior to the start of classes for the fall semester for Teaching, Program and Project Assistants | 2,3 | | | | |
| Article VI Section 2. | Training | Ongoing training will be provided during the initial semester of employment at a school, college, or departmental level | 2,3 | | | | |
| Article VI Section 3. | Safety | Except for courses that may count toward the employee's graduate degree or oral English skills courses as set forth in Art. VI, Section 4, the employee shall not bear the cost of training required by the Employer | 2,3 | | | | |

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| Article VI Section 4. | International grad Asst | The University and the Union recognize the special needs and interests of International Graduate Assistants and non-native English speakers. | 2,3 | | | | |
| Article VI Section 5. | Evaluations | Employees shall be informed of any evaluation process that may apply to them. | 2,3 | | | | |
| Article VII Section 1 | Discrimination Prohibited | Employees covered under this Agreement shall be covered by Chapter 111, subchapter II (State Fair Employment Act), Wis. Stats. | 6 | | | 230.18 111.321 | |
| Article VII Section 2 | Affirmative action | The University and the Union shall abide by federal and state laws | 2,3 | | | | |
| Article VII Section 3 | Complaint procedure | Allegations of violation under this Article concerning acts of the Employer, etc shall be restricted to the remedies available under University Policies, and State and Federal Statutes. | 2,3 | | | | |
| Article VIII Section 1 | General obligations | The Employer shall observe all applicable health and safety laws and regulations. Employees shall perform their duties in a safe manner | 2,3 | | | | |
| Article VIII Section 2 | Labor Mgt cooperation | The parties to this Agreement pledge themselves to a cooperative effort in the area of health and safety | 2,3 | | | | |
| Article VIII Section 3 | Equipment | Adequate first aid equipment shall be provided at appropriate locations. | 2,3 | | | | |
| Article VIII Section 4 | Buildings | The Employer shall provide and maintain all state-owned buildings | 2,3 | | | | |
| Article VIII Section 5 | Eye protection | The Employer will provide an appropriate type of eye protection or safety glasses | 2,3 | | | | |
| Article VIII Section 6 | Video display terminal | Employees whose assigned duties require high computer use are encouraged to have an eye examination. If not covered by the employee's present health insurance program, the Employer shall pay the cost of one (1) eye examination during the life of the Agreement for the employee. | 2,3 | | | 111.91(3) 40.05(4) | |
| Article VIII Section 7 | Respiratory protection | In the event that the Employer requires the use of respiratory equipment by employees, the Employer shall provide suitable equipment. | 2,3 | | | | |
| Article VIII Section 8 | Safety inspections | When the Department of Commerce inspects facilities where employees work, the Union shall be notified as soon as possible. | 2,3 | | | | |

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| Article VIII Section 9 | Hazards | The University will provide a list of buildings, of which the University is aware, containing asbestos and radioactive isotopes. | 2 | | | | |
| Article VIII Section 10 | Compliance limitation | The Employer's compliance with this Article is contingent upon the availability of funds. | 2 | | | | |
| Article IX Section 1 | Personnel File | The Employer shall be responsible for the development and maintenance of policies and procedures addressing Personnel Files. | 2,3 | | | | |
| Article IX Section 2 | Travel | The Employer agrees to incorporate into this Agreement the provisions of ss. 16.535 and 20.916, Wis. Stats., relating to the reimbursement of State employees for expenses incurred while traveling on State business. | 2,3 | | | | |
| Article X | Wages | The Employer agrees to provide employees covered by this Agreement with the wage rates according to the appropriate effective dates as provided | 5,6 | | Section A and Section E | 111.91(3) | |
| Article XI Section 1 | Benefits – Health Ins. | Qualifying health insurance plans shall be determined in accordance with the standards established by the Group Insurance Board. | 4,6 | ER18 | | 111.91(3) 40.05(4) | |
| Article XI Section 2 | Other Insurance | The Employer agrees to continue the optional deductions from employees' salaries for insurance plans as provided under s. 20.921 (1) 3, Wis. Stats. | 2,3 | | | | |
| Article XI Section 3 | Tuition | The Employer agrees to continue the payroll deduction for tuition and fees currently in effect for employees. | 2,3 | | | | |
| Article XI Section 4 A-E | Absence coverage | Illness or Injury, Care of Family Members, Funeral Leave, Coverage of Short-Term Absence, Extended Absences | 2,3 | | | 230.35(2) | |
| Article XI Section 5 A-D | Leave without pay | Leave of Absence Without Pay, Parental Leave Without Pay, Family and Medical Leave, Return to Work | 4,7 | ER18 | | 230.35(2) | WHRH 740 |
| Article XI Section 6 | Vacation | Employees on a full-time annual pay basis appointment shall earn paid vacation | 2,3 | | | | |
| Article XI Section 7 | Jury Duty | An employee who is absent from assigned duties for jury duty and has not been excused by the court shall be paid his or her regular salary for the period of time | 2,3 | | | | |

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| Article XI Section 8 | Witness | Where an employee is subpoenaed and the Employer determines that such subpoena resulted directly from the performance of the employee's required duties, the Employer shall permit the employee to take time off without loss of pay to comply | 2,3 | | | | |
| Article XI Section 9 | Legal holiday | If the Employer requires an employee to work on a state legal holiday, the employee shall be given equivalent compensatory time off | 2,3 | | | | |
| Article XI Section 10 | Employee –funded reimbursement account | The Employer agrees to offer bargaining unit employees the opportunity to participate in the Employee-Funded reimbursement Account program | 2 | | | | |
| <u>Article XII Section 1-2</u> | No strike or lockout | the Employer and Union recognize their mutual responsibility to provide for uninterrupted services. | 1,6 | | | <u>111.89</u> | |
| <u>Article XIII Section 1</u> | Obligation to bargain | This Agreement represents the entire Agreement of the parties and shall supersede all previous agreements, written or verbal. | 2 | | | | |
| Article XIII Section 2 | Partial Invalidity | If certain parts of the agreement are declared invalid, the rest of the agreement remains intact. | 2 | | | | |
| Article XIII Section 3 | Retroactivity | No provision in this contract shall be retroactive unless specifically so stated. | 2 | | | | |
| Article XIII Section 4 | Duration of the Agreement | The terms and conditions of this Agreement shall continue in full force and effect commencing on June 7, 2008, and terminating on June 30, 2009, | 2 | | | | |
| Article XIII Section 5 | Negotiation of Successor Agreement | For the purpose of negotiating a successor Agreement, the Union will submit its initial contract proposals to the Employer | 2 | | | | |
| NN#1 | Racial training workshop | The parties agree that the conduct of training programs addressing Racial and Sexual Harassment are mutually beneficial | 2,3 | | | | |
| NN#2 | Sexual harassment policies | The parties agree that the subject of Sexual Harassment Policy will be a subject of discussion at Labor-Management meetings. | 2,3 | | | | |
| NN#3 | Tuition fees remission | Pursuant to the provisions and legislative intent of s. 36.27(3)(g), Wis. Stats., as amended, the Employer agrees to waive or remit graduate in-state tuition and fees | 2,3 | | | | |

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| NN#4 | Childcare | The parties agree that childcare for employees covered by this Agreement is an important issue. | 2,3 | | | | |
| NN#5 | Childcare committee | If the University administration decides to create a committee or task force to consider child care issues, the Union shall be entitled to have a representative | 2 | | | | |
| NN#6 | Summer TA fee waiver | During Summer Session, winter interim programs, in-state tuition/fee waiver or remission shall be granted only for those courses which are deemed relevant or appropriate by the Program to the employee's academic program of study | 2,3 | | | | |
| NN#7 | Dental insurance | The Employer agrees that employees covered by this Agreement will have the opportunity to elect coverage under any dental plan provided by the Employer | 2 | | | | |
| NN#8 | Terminal Summer remission | For the term of the 2007-2009 Agreement only, the employer will remit summer session in-state tuition/fees as described in Negotiating Note 3 | 2,3 | | | | |
| NN#9 | Financial support | For the term of the 2007-2009 contract only, the Employer will make a good faith effort to provide financial support to all TAs/PAs in good standing | 2 | | | | |
| Appendix 1 | Discrimination | The University has established and maintains specific policies governing university employees and students with respect to equal opportunity compliance | 2,3 | | | | |

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